



# 2020 BENCHMARKING DATA



<b>PRIVATE* (n=69)</b>					
<b>AWEI STANDING SUBMISSION</b>	<b>Lowest</b>	<b>Average</b>	<b>Median</b>	<b>Highest</b>	<b>Available</b>
HR Policies & Practice	0	11	11	20	20
LGBTIQ+ Bullying / Harrassment & Support	0	7	6	14	14
Trans / Gender Diverse Inclusion	0	9	7	26	27
Strategic Focus	0	8	8	18	18
<b>Total Standing Submission</b>	<b>0</b>	<b>35</b>	<b>32</b>	<b>75</b>	<b>79</b>
<b>AWEI ANNUAL SUBMISSION</b>	<b>Lowest</b>	<b>Average</b>	<b>Median</b>	<b>Highest</b>	<b>Available</b>
Section 2: Strategy & Accountability	2	13	13	22	22
Section 3: LGBTIQ Employee Networks / Resource Groups	0	17	16	32	34
Section 4: Visibility of Inclusion	0	11	12	16	16
Section 5: Training, Awareness & Professional Development	0	6	4	12	12
Section 6: Executive Leadership & Engagement	0	4	4	8	8
Section 7: Data Collection & Reporting	0	3	2	6	6
Section 8: Community Engagement	0	3	3	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	5	3	15	15
<b>Total Annual Submission</b>	<b>7</b>	<b>62</b>	<b>64</b>	<b>117</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>11</b>	<b>97</b>	<b>97</b>	<b>190</b>	<b>200</b>
<b>AWEI STANDING SUBMISSION</b>	<b>Lowest</b>	<b>25th percentile</b>	<b>50th percentile</b>	<b>75th percentile</b>	<b>Highest</b>
HR Policies & Practice	0	6	11	16	20
LGBTIQ+ Bullying / Harrassment & Support	0	3	6	10	14
Trans / Gender Diverse Inclusion	0	4	7	15	26
Strategic Focus	0	3	8	12	18
<b>Total Standing Submission</b>	<b>0</b>	<b>18</b>	<b>32</b>	<b>50</b>	<b>75</b>
<b>AWEI ANNUAL SUBMISSION</b>	<b>Lowest</b>	<b>25th percentile</b>	<b>50th percentile</b>	<b>75th percentile</b>	<b>Highest</b>
Section 2: Strategy & Accountability	2	9	13	18	22
Section 3: LGBTIQ Employee Networks / Resource Groups	0	8	16	25	32
Section 4: Visibility of Inclusion	0	8	12	15	16
Section 5: Training, Awareness & Professional Development	0	2	4	8	12
Section 6: Executive Leadership & Engagement	0	2	4	6	8
Section 7: Data Collection & Reporting	0	0	2	5	6
Section 8: Community Engagement	0	2	3	5	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	1	3	9	15
<b>Total Annual Submission</b>	<b>7</b>	<b>39</b>	<b>64</b>	<b>85</b>	<b>117</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>11</b>	<b>58</b>	<b>97</b>	<b>140</b>	<b>190</b>

\* Benchmark excludes small employers <500 employees